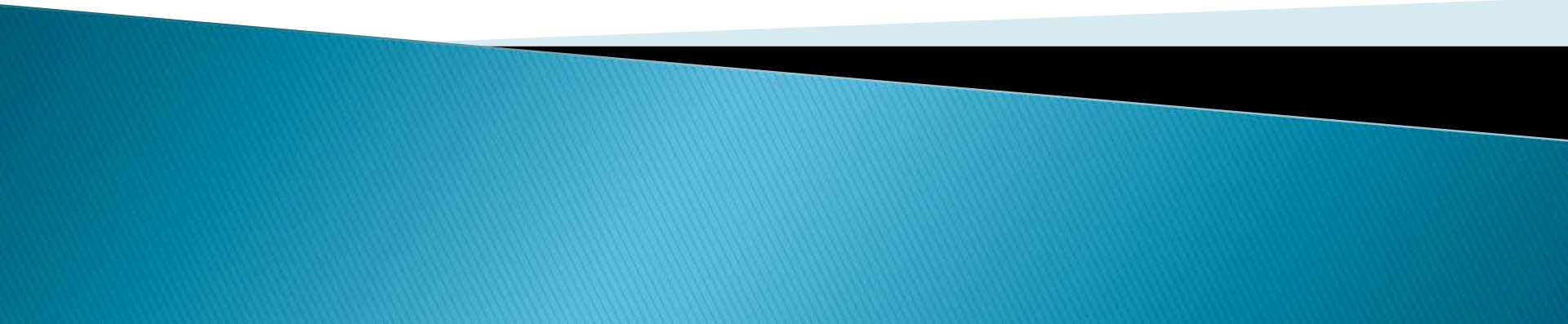


Implementing Personalized Student Learning Plans

CTE Conference
May 3, 2012

What is a Personalized Student Learning Plan?



What is a Personalized Student Learning Plan?

- ▶ “Formalized plan and process that involves students setting learning goals based on personal, academic and career interests, beginning in the middle school grades and continuing throughout high school with the close support of adult mentors that include teachers, counselors and parents.”

(N.J.A.C. 6A:8 – Standards and Assessment for Student Achievement)



Twelve Common Key Characteristics of State Individualized Learning Plans

- ▶ Academic Planner
- ▶ Integrated career exploration including valid assessment
- ▶ Updated annually
- ▶ Student reflection
- ▶ Student strengths and needs
- ▶ Community service learning
- ▶ Academic, career, personal goals identified
- ▶ Resume builder
- ▶ ILP shared with student, parent, counselor, and teacher
- ▶ Personality and learning style assessments
- ▶ Action plan with deadlines
- ▶ Referrals for learning support

Personalized Student Learning Plan Pilot Process and Product

- ▶ Personal Development
- ▶ Academic Development
- ▶ Career Development
- ▶ Replication, Portability and Flexibility



Pilot Schools

Bergen

Emerson School District

- ▶ Villano Elementary
- ▶ Emerson Jr./Sr. HS

Burlington

- ▶ Northern Burlington County Regional High School

Camden

- ▶ Camden County Technical Schools

Essex

- ▶ Bloomfield High School

Gloucester

- ▶ Delsea Regional High School

Hudson

North Bergen School District

- ▶ Horace Mann School
- ▶ North Bergen High School

Pilot Schools

Mercer

West Windsor Plainsboro
Regional

- ▶ Thomas R. Grover Middle School

Middlesex

- ▶ Greater Brunswick Charter School

North Brunswick

- ▶ Linwood Middle School
- ▶ North Brunswick Township High School

Monmouth

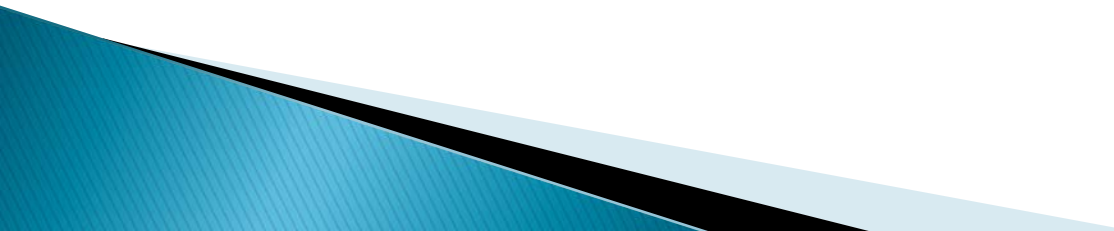
- ▶ Asbury Park High School

Union

Roselle Borough

- ▶ Abraham Clark High School

Pilot School Leadership Team

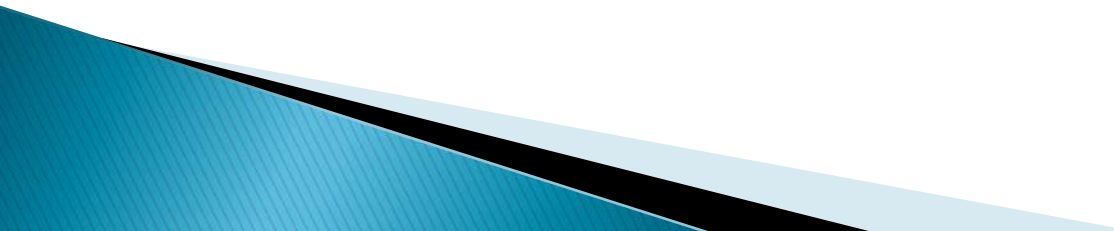
- ▶ Pilot Program Coordinator
 - ▶ District Administrator
 - ▶ Principal
 - ▶ Teacher
 - ▶ School Counselor
 - ▶ Special Education Representative
 - ▶ Local Teacher Association/Union President/designee
 - ▶ Parent Representative
- 

Implementation

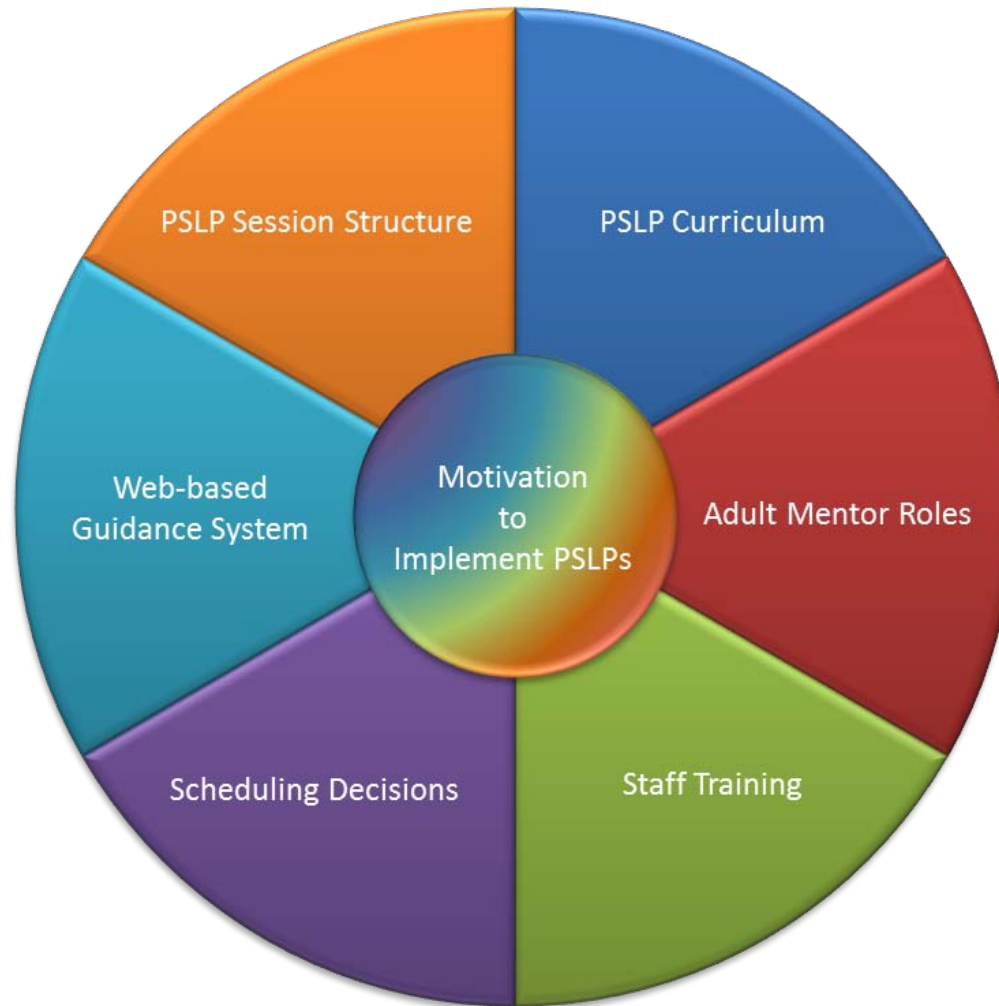
- ▶ School Year 2009 – 2010
 - Grades 6th and 9th
- ▶ School Year 2010 – 2011
 - Grades 6th, 7th, 9th and 10th
- ▶ School Year 2011 – 2012
 - Includes grades 8th, 11th and 12th

The John J. Heldrich Center for Workforce Development – Year 1 Evaluation Report

Select Key Findings

- ▶ For a majority of the pilot schools, implementing PSLPs shifted the way they approached student development.
 - ▶ Schools that reported the greatest positive impact were those that created opportunities for small group interaction.
- 

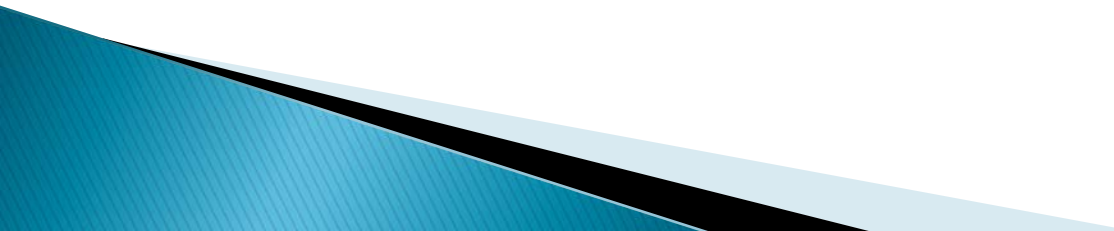
PSLP Common Model Components



PSLP Web-based Guidance System

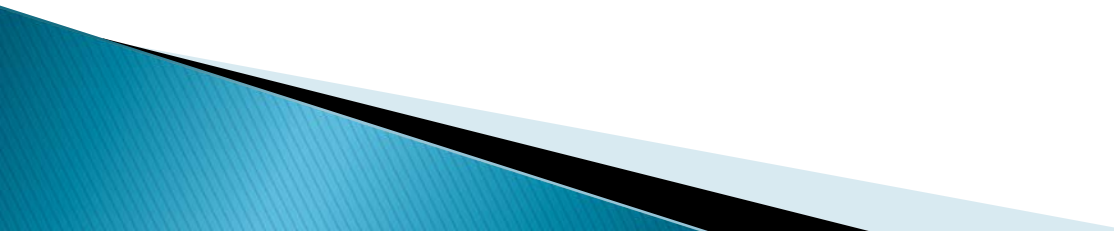
Schools selected web-based systems based on their needs.

Beneficial to students:

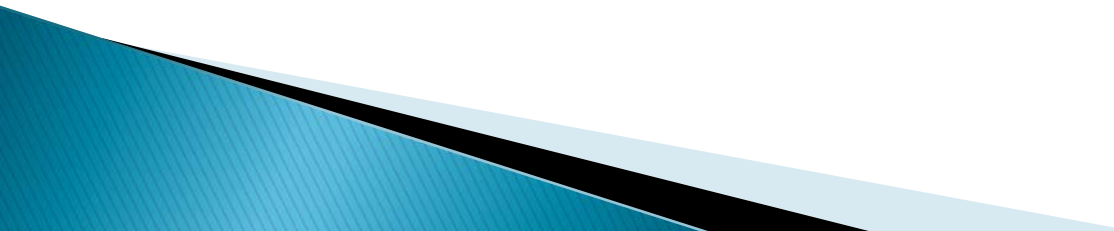
- ▶ Web-based access.
 - ▶ Exposure to accounts of day-to-day work experience.
 - ▶ Tools that produce living documents.
 - ▶ Well-designed/“student-friendly” interfaces.
 - ▶ Assorted self-assessment tools.
 - ▶ Language features.
- 

PSLP Web-based Guidance System

Beneficial to teachers:

- ▶ Access to student information.
 - ▶ Updateable pre-packaged presentations/lessons.
 - ▶ Usage data summaries.
- 

PSLP Session Structure

- ▶ Small group approach
 - ▶ Full-size class approach
 - ▶ Hybrid model
- 

PSLP Curriculum

- ▶ Curriculum Content
 - Personal development
 - Career development
 - Academic development
- ▶ Curriculum Development

Adult Mentor Roles

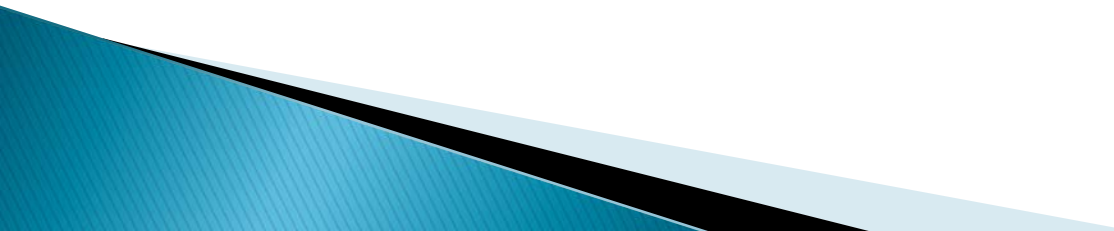
- ▶ Principals

- Ancillary support to provide resources and accommodate schedule changes.

- ▶ Teachers

- Planning and facilitating sessions

- ▶ Program coordinators

- Maintained program oversight
 - Coordinated professional development
 - Oversaw development and delivery of curriculum
 - Communication with staff, students and community stakeholders
- 

Adult Mentor Roles

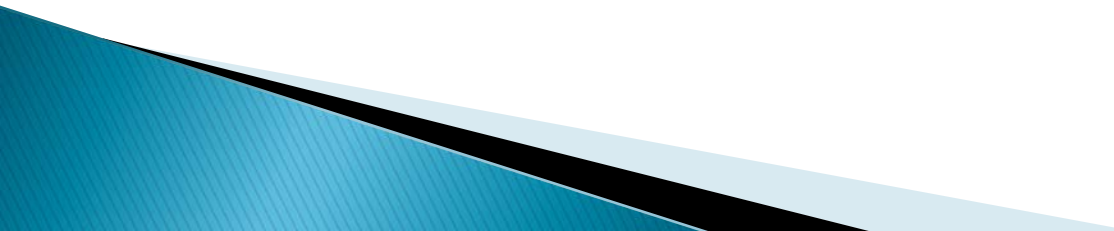
▶ School Counselors

- Served in a variety of roles
- Facilitated PSLP sessions
- Incorporated PSLPs into regular guidance discussions
- Viewed PSLPs as beneficial to their work

▶ Parents

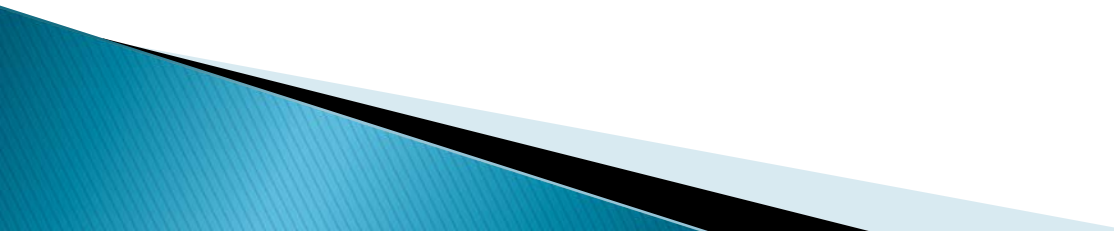
- Limited involvement, despite outreach.

Staff Training

- ▶ Customized to the trainee needs.
 - ▶ Provided throughout the year.
 - ▶ Conducted in advance.
 - ▶ Include substantial time for interacting with the system and practice.
 - ▶ Elicit teacher input in planning, development and implementation.
- 


Scheduling Decisions

Period Types:

- ▶ Homework or special activity period.
 - ▶ A class period in which the school substituted the PSLP curriculum for the traditional lesson.
 - ▶ A custom period of time that was created to accommodate the implementation of PSLP.
- 

Motivation to Implement PSLPs

Indicators to gauge motivation:

- ▶ Principal's actions to determine if PSLP is a priority for the school.
 - ▶ Teacher responsiveness to PSLP activities.
 - ▶ Parents' participation in the PSLP process.
 - ▶ Degree to which students are engaged and completing PSLP assignments.
- 

NJDOE Contacts

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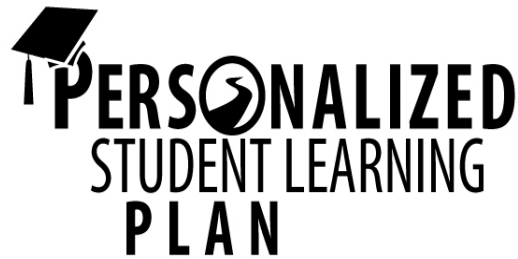


PSLP Implementation

Abraham Clark High School

Diana Lobozzo

Abraham Clark High School



Diana Lobozzo

Coordinator of the PSLP

Abraham Clark High School

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Implementation of PSLP at Abraham Clark High School

- ACHS is a level II school which allowed for an easier facilitation of the PSLP through the use existing Advisory program.
- The existing Advisory program was established 5 years ago through the High Schools That Work initiative to allow each student to have an adult mentor that would meet with them a minimum of once a month and follow them each year until graduation.

Advisory Program Description

- The advisory program is called: TAP(Teacher Advisory Program)
- Advisors are made up of teachers and teacher aides
- The advisory period is part of the regular school calendar and the students meet 9 times during the school year for 1 hour at the end of the school day or once a month during an extended homeroom.
- Specific grade level curriculum and related activities were created to help the advisors and grade level coordinators to help to run the advisory program each month.

Advisory Program Description

- Each grade has a specific Grade Level Coordinator. They are paid a small stipend for this position that requires them to maintain attendance records for the advisory, handle students who may cut, or provide discipline problems, and make copies of the lessons for the advisors each month. They also assist handling placements of new students and staff.
- New staff members receive professional development about advisory prior to their first advisory period.

Changes in the Advisory Program for Due to Implementation of PSLP

- Each advisor also served as the homeroom teacher of their advisees.
- This allowed for more time together and help to facilitate and foster communication during the school year.
- They are also required to distribute report cards to the parents to help foster communication with the parents of their advisees.
- They will have a chance to see their advisees are late to school in the morning, see their report cards and it will help to provide for a stronger bond .
- 11th & 12th grade students served as mentors to grade 9 and grade 10 students and attended monthly advisory sessions to facilitate the implementation of PSLP.
- The student peer mentors also received training before they began their first advisory period.

Advisory Changes for ACHS

- Other duties of advisors include: checking on the academic progress , attendance, and discipline records of their advisees.
- With the implementation of the Personalized Student Learning Plans for the students these advisors will also play an important role in reviewing the plan of their advisees and assisting with the student training of the Kuder online computer software program.

The role of the Advisors and Personalized Student Learning Plans

- Advisors received specific professional development sessions in the use of the Kuder online software program.
- Advisors also were required to attend monthly Advisory Focus committee meetings after school.
- These meetings allowed them to share ideas and evaluate the implementation of the PSLP for our grade students.

PSLP and the Process for Implementation

- The first step was to research various types of programs to decide on which program would best suit the needs of our students and requirements of the PSLP Pilot Program Grant.
- After much research the Kuder Navigator program seemed to best suit the needs of our school due to the fact that we already had funding for the site license for all of our students through our existing Carl Perkins funding.
- Approximate cost(\$1200.00) for the entire school body to be able to access and use this online program.(approximately 1100 students)

Steps in the Implementation Process of the PSLP

- Developing a Public Relations plan has been key to the success of our program.
- We notified our public relations firm and had our first article printed in the local papers.
- We notified our local association and had an article published in our local association newsletter to apprise the other staff members in the district.
- The next step was to notify the students.
- This was done by a grade level assembly the first week of school and our student representative explained the program to our students.

Steps in the Implementation Process

- The parents were introduced to the PSLP through our Family Gathering(our version of Back to School Night)
- The parents and the students are all encouraged to attend this fair like event that is held in the large gym of our high school.
- Specific grade level meetings are held during the event to apprise the parents of things related to their child, thus PSLP was discussed with the parents of the grade 9 and grade 10 students.
- Parents also were shown demonstrations on computers on how to access and use PSLP by the student mentors.

Public Relations Strategies Continued


- The homepage of our school website has a description of the PSLP with a link for parents and visitors who would like more information about the
- Members of the PSLP Leadership team created a brochure for use with the parents, students, and members of the community but our student member of our team said that it was not student friendly.
- Now was time to get students involved in our PR strategies so a student competition in our very own Graphic Arts class was established.
- Three students submitted their entries and at a PSLP meeting of program coordinators they were asked to vote on the brochure of their choice. (this was done the first year and it was just revised this school year by our students)

Next Steps in the Process for Implementation

- The hardest steps were the creation of the actual PSLP Portal page with constant communication with the Kuder company program developers.
- This was done through webinar's and online.
- Members of the team were asked for suggestions on websites to incorporate on the page that would be helpful links to the students.
- Sample portal pages were sent electronically to members of the team for viewing and the final portal page was set.(this took 2-3 months)

Portal Page of PSLP

This Portal Page can be accessed the homepage of
Abraham Clark High



ABRAHAM CLARK HIGH SCHOOL
Personalized Student Learning Plan College & Career Planning Program

The purpose of this program is to allow students to develop their personal, academic and career plans. Students will be able to research careers, prepare for college and use this program to develop their personal 21st century skills needed for the workplace and post secondary education.

Step 1:
Contact Career Planning Center for your free registration codes.

Step 2:
Create your own account by clicking on *New Users* to the right. Already have an account? Click on *Log In* to continue using the system.

LOGIN AREA

- Log In
- New Users
- Kuder Events & Training
- Kuder News Room

Abraham Clark High School

The Proud Recipient of
NJ School Board Association's
School Leader Award for
Educational Excellence



College Planning	Career Planning	Financial Aid
New Jersey Learn Do Earn	Choose Your Future	College Bound
New Jersey Next Stop	One-Stop Career Centers Career Development	Princeton Review
Real Time Jobs in Demand	Fast Web Scholarships	Common Applications
Career Voyages	Search by Degree	University of Medicine and Dentistry of New Jersey
Occupational Handbook	NJ Stars	Union County College
What do you like?	Jump Start	Fairleigh Dickinson University

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Kuder is the choice of millions of students and adults in all 50 U.S. states and around the world. Find out why so many customers depend on us to provide them with the tools and resources necessary to create a lifetime of education and career success. [Learn More](#)

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Parts of the PSLP

- Personal Development:
- Short and Long Term Goals
- Educational Plan: courses taken in high school, test scores, participation in extra help or test prep programs ,record of extra-curricular activities, record of awards and honors, record of community service
- Structured Learning experiences,
- Certifications, licenses,
- AP or Dual credit courses/affiliation post secondary colleges or universities while in high school
- Career Research: results of the three types of career based assessment :Career Search & Assessment Match, Kuder Skills Assessment & Super's Work Values Inventory
- Tests: Tests taken, extra help received if test scores are poor, etc.
- Courses taken: students check the courses they have taken yearly



User Name: **studenths**
E-mail: **highk@kuder.com**

[Edit Account Information](#)

New Messages: (0)
Total Received Messages: (0)

[Check Your Messages](#)

Welcome to Kuder Navigator!

This system is designed to help you explore the education and career opportunities available to you. Choose from the options on the navigation bar above and begin making decisions about your future!

The career planning process has multiple steps and options. Based on the [status you selected](#) when you signed on, the menu on the top has been tailor-made for you. Yet, you may not need all of these options, so you are free to start wherever you wish. Click on any one of the topics above in order to see what it has to offer you.

To Do List

Kuder® Skills Assessment

✓ Finish

Super's Work Values Inventory-revised

✓ Finish

Recommended Links

[2008-2009 Chandler USD #80 Elementary Handbook](#) (recommended by Kuder-Laura)

[2008-2009 Chandler USD #80 High School Course Catalog](#) (recommended by Kuder-Laura)

[Chandler Education Foundation and Scholarships](#) (recommended by Kuder-Laura)

[Chandler Unified School District #80 Website](#) (recommended by Kuder-Laura)

[CUSD Calendar for 2008-2009 School Year](#) (recommended by Kuder-Laura)

Career Planning Timeline

Grade Level: 6-12th

View student tasks on the
[Career Planning Timeline](#)

Parts of PSLP and Kuder Program Continued

- Students can also plan for their future with the educational planner, explore careers, choose a major and select a college, find out information about financial aid and prepare for a job. The students access their PSLP through this section of the Kuder program.
- The program also allows for a note taker to record notes and it allows them to keep a personal portfolio which can be updated and printed at any time.
- Once a student is registered for the program they can continue to use it though out their adult years updating their resume, etc.(this was used by senior students at ACHS and other upper classman)

[Home](#)[Learn About Myself](#)[Explore Occupations](#)[Plan for Education](#)[Plan for Work](#)[Find a Job](#)[My Portfolio](#)[Take an Assessment](#)[Enter Assessment Scores](#)[View Assessment Results](#)[View Occupations Suggested
by Assessment](#)

Take an Assessment

[Learn More](#)

Great! These are the three Kuder® assessments that we offer. Click on the titles below to take these assessments.

[Kuder® Career Search with Person Match](#)

Scientifically align your top interests with career clusters.

Time to complete: about 15-20 minutes, but you can save and finish later

This assessment gives you 60 sets of three activities. For each set, you'll be asked to indicate which of the three activities you prefer to do most, next most, and least. When finished, your interest levels will be aligned with occupations that best match your results.

[Kuder® Skills Assessment](#)

What do you believe you're good at doing?

Time to complete: about 20-25 minutes, but you can save and finish later

In this assessment, you're asked to estimate your confidence in being able to perform different tasks on each of 160 work activities. When finished, your estimated skills will be aligned with occupations that best match your results. You'll also get a list of occupations that will allow you to use these skills.

[Super's Work Values Inventory-revised](#)

Learn what's most important to you.

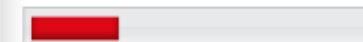
Time to complete: about 10-15 minutes, but you can save and finish later

In this assessment, you'll be presented with 72 work-related values and asked to indicate how important each is to you. When finished, your values will be aligned with occupations that best match your results.

Career Planning Timeline

Grade Level: 9-12th

Complete tasks : 27%



Advance your progress by completing the milestones on the [Career Planning Timeline](#)

Home

Learn About Myself

Explore Occupations

Plan for Education

Plan for Work

Find a Job

My Portfolio

Learn About Options After High School

Make or Update Individual Plan of Study

Find Extended Learning Opportunities

Review Education Needed for Favorite Occupations

Find Schools

Prepare for College Entrance Tests

Find Financial Aid



Step 3: Plan for Education

Your next steps are to decide what to do after high school and to update your four-year high school plan. You have probably made at least a tentative decision about your future occupation. Now you can begin to make plans to get the education or training that you need for your career choice(s).

Educational Planner



Career Planning Timeline

Grade Level: 9-12th
Complete tasks : 27%

Advance your progress by completing the milestones on the [Career Planning Timeline](#)

Education Planning Activities



[Find Extended Learning Opportunities](#)

Investigate and apply for extended learning opportunities that businesses in your area are providing to students - e.g., internships, apprenticeships, job shadowing, community services, web-based e-mentoring, tuition reimbursement programs, scholarships, and more.



[Find Schools](#)

Find schools that offer education and training you need.



[Search for Scholarships and Grants](#)

Search a database of more than 14,000 scholarships and grants.



Find Out More About...

[Options After High School](#)

There are several roads that you can take after high school.

[Education Needed for My Favorite Occupations](#)

Review the educational requirements for your favorite occupations.

[Financial Aid](#)

Learn the steps of the financial aid process.

Other Online Resources

General Educational Development

Visit American Council on Education website to find information about the GED.

www.acenet.edu/

Online High Schools

Challenges

- Computers not working or having problems logging in a new student.
- Sometimes the Internet was down for the entire district.
- Motivating the students to continue on their own time since the program is available online and can be used at any time.
- Getting parental involvement(tried phone blast to all parents to remind them of the program and get them more involved)
- Planning and implementing our Career Day.
- Keeping staff motivated.

Accomplishments

- Advisory period now offered during extended homeroom to address things such as mid-year progress of all students.
- Use of PSLP and Kuder program in all grade levels and it was also used in CTE and Math classes.
- Implementation of Advisor checklist(has made Advisors more accountable for their advisees and facilitated a connection with guidance and other services of the school to help the students). It has helped to save students who could fall through the cracks of the system.
- A Career Day was established due to the PSLP grant and it has successfully allowed for all students to not only investigate careers through career assessment but speak to people in many of these various careers.

Other Accomplishments

- NJEA Classroom Close Up New Jersey highlighted Abraham Clark High School as you saw before. This show was aired this year and can be viewed by going to the NJEA website.(you can show it to your own school and staff) ACHS was also featured on One to One television show with Steve Abudato for the implementation of PSLP's.
- Our district Middle School is now also involved in having students begin the PSLP process by having their students take career assessments and plan for their future. This will facilitate a smooth transition into the high school where the students will update their PSLP.

Final Steps for PSLP Implementation 2011-2012

- Language Arts curriculum was re-written to include PSLP activities in each grade level
- Use of Kuder assessments in Grades 7 & 8
- Incorporate PSLP and Kuder related assignments across the curriculum to help show students how academics and careers work together.
- Continue to provide training of our peer mentors to prepare them for their role as assistants to the advisors.

How will our school continue without PSLP grant?

- Additional funding for PSLP will be raised through grant writing and district funding.
- If you have Carl Perkins vocational funding you may be able to use some of these funding to help with your purchase of needed supplies.
- NJ Can has a great program that is free and can be used to implement PSLP.

Next Steps for Schools Who Want to Implement PSLP

- Get a committee together to review feasibility.
- Include all stakeholders: principal, local union, a member of special services, a member of world language dept. a member from the school counseling dept., a parent, a student representative and someone who is willing to serve as the lead person(coordinator)

Next Steps Continued

- Prepare an action plan and timeline.
- Assign duties to members of the team.
- Research ways to implement your PSLP for your school.
- Look at curriculum for PSLP.
- Decide how PSLP will be implemented, during Language Arts class, Health class, History class, or through the use of the School Counseling department.

Plan for your Budget & Research Funding Sources

- Begin your planning at the end of the school year and during the summer months.
- Train key staff and students before school opens.
- Plan your public relations strategies.
- Get people involved to obtain buy in to your program.

Questions



For More Information About Developing
Personalized Student Learning Plans contact

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